

Comparisons of Job Characteristics

Focus Occupation: General and Operations Managers (11-1021)

Associated Occupation: Financial Managers (11-3031)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 86

Focus Occupation: General and Operations Managers (11-1021)

Associated Occupation: Financial Managers (11-3031)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Administration and Management	8.4	17.9	17.3	0	Current knowledge level may be sufficient
Economics and Accounting	4.4	17.4	13.0	<<	Extensive education and/or training may be required
Mathematics	9.2	15.1	13.2	<	Expanded education and/or training may be required
Customer and Personal Service	11.3	14.8	16.4	>	Current knowledge level is likely sufficient
Personnel and Human Resources	5.6	13.0	15.2	>	Current knowledge level is likely sufficient
Law and Government	5.9	11.7	8.5	<<	Extensive education and/or training may be required
Sales and Marketing	5.2	9.3	10.5	>	Current knowledge level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 90

Focus Occupation: General and Operations Managers (11-1021)

Associated Occupation: Financial Managers (11-3031)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Judgment and Decision Making	9.4	13.9	10.8	<<	Extensive development of skills in this area may be required
Monitoring	9.9	13.0	12.5	0	Current skill level may be sufficient
Time Management	8.9	12.8	10.8	<	A higher skill level may be required
Management of Personnel Resources	6.9	12.1	10.7	<	A higher skill level may be required

Coordination	9.1	12.0	12.3	0	Current skill level may be sufficient
Persuasion	7.4	11.1	10.5	0	Current skill level may be sufficient
Management of Financial Resources	3.3	10.9	8.1	<<	Extensive development of skills in this area may be required
Systems Analysis	6.5	10.6	9.4	<	A higher skill level may be required
Systems Evaluation	6.4	10.6	9.2	<	A higher skill level may be required
Management of Material Resources	3.7	6.5	9.2	>>	Skill level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities

Similarity of Focus Occupation to Associated Occupation: 91

Focus Occupation: General and Operations Managers (11-1021)
Associated Occupation: Financial Managers (11-3031)

Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	15.4	13.6	<	Some improvement in abilities may be required
Oral Comprehension	12.5	15.0	13.9	0	Current ability level may be sufficient
Written Comprehension	11.0	14.7	13.2	<	Some improvement in abilities may be required
Deductive Reasoning	10.6	14.0	11.8	<	Some improvement in abilities may be required
Written Expression	9.8	13.8	13.2	0	Current ability level may be sufficient
Problem Sensitivity	11.1	13.7	13.2	0	Current ability level may be sufficient
Near Vision	11.1	13.5	9.7	<<	Extensive improvement in abilities may be required
Speech Clarity	10.2	13.0	11.4	<	Some improvement in abilities may be required
Speech Recognition	9.9	13.0	11.0	<	Some improvement in abilities may be required
Number Facility	6.3	12.4	6.2	<<	Extensive improvement in abilities may be required
Mathematical Reasoning	6.3	12.0	7.7	<<	Extensive improvement in abilities may be required
Memorization	5.6	7.7	5.1	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 81

Focus Occupation: General and Operations Managers (11-1021)
Associated Occupation: Financial Managers (11-3031)

Work Activities	Exclusivity of Activity
Analyze financial data	57
Analyze operational or management reports or records	62
Assign work to staff or employees	30
Conduct or attend staff meetings	47
Develop budgets	56
Develop management control systems	82
Develop policies, procedures, methods, or standards	21
Direct and coordinate activities of workers or staff	3
Direct and coordinate financial activities	85
Oversee execution of organizational or program policies	49
Use negotiation techniques	67

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 94

Focus Occupation: General and Operations Managers (11-1021)
Associated Occupation: Financial Managers (11-3031)

Tools and Technologies	Exclusivity
Business function specific software	1
Calculating machines and accessories	3
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Data management and query software	1
Finance accounting and enterprise resource planning ERP software	2
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.